CONN
HD
5725
.C8
M6
v.2
no.8
1937
Aug.

Digitized by the Internet Archive
in 2010 with funding from
Boston Library Consortium Member Libraries

http://www.archive.org/details/monthlybulletino28conn

CONNECTICUT

DEPARTMENT OF LABOR AND FACTORY INSPECTION

MONTHLY BULLETIN

OF

PLACEMENT AND UNEMPLOYMENT COMPENSATION DIVISION

JOSEPH M. TONE, COMMISSIONER

Volume II August, 1937 Number 8

MONTHLY BULLETIN

PUBLISHED BY THE RESEARCH DIVISION OF THE DEPARTMENT OF LABOR FOR INFORMATION OF DEPARTMENT MEMBERS, CONNECTICUT EMPLOYERS AND PUBLIC

VOL. II AUGUST 1937 No. 8

CONNECTICUT STATE EMPLOYMENT SERVICE *affiliated with* UNITED STATES EMPLOYMENT SERVICE

UNEMPLOYMENT COMPENSATION DEPARTMENT

A SERVICE FOR EMPLOYERS AND EMPLOYEES

Information contained herein may be used by Editors of Newspapers and others.

Contents

	Page
Foreword — Commissioner of Labor	1
Editorial Comment	2
Major Maloney, Director C. S. E. S.	2
Coordination Policies Announced	2
The Situation in the State (Managers' Letters)	3
Fall of 1937 (A Babson Report)	4
Minimum Wage in Connecticut — Virginia Butterworth	4
Apprentice Welfare	4
Veterans' Placement Officer Says	5
Junior Placements	5
Employment Service Lauded by Personnel Director	5
Placement Activities and Charts	6-7
UNEMPLOYMENT COMPENSATION DIGEST	
Administrative Rulings on Special Cases (Bulletin 3)	8
Previous Administrative Rulings (Bulletin 1 and 2)	8
Questions and Answers on Unemployment Compensation Act	9
Voluntary Contributions Under the Act	9
April Contributions	10
Book Shelf — Review of Books and Articles	10
Recruiting by Radio	11
Public Works in the State	11
Machine Operator's Training Course	11
Training Schedules	12

ADDRESS ALL COMMUNICATIONS TO:—

WALTER R. KETCHAM
EDITOR MONTHLY BULLETIN

555 ASYLUM ST., HARTFORD, CONNECTICUT

FOREWORD

In an effort to improve our monthly publication, formerly known as the "Monthly Report of State Employment Service", we have, beginning with this issue, consolidated the publication to include the Unemployment Compensation Division.

The composition and set-up of the Bulletin will be different and will be edited and published by the Research Section of the Department.

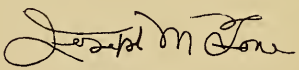
It is hoped that in this manner we can serve the employers, employees and others affected by the activity of our Department with information of a timely and informative nature.

The Department of Labor and Factory Inspection is composed of three principal units. The Department of Factory Inspection, the Bureau of Labor Statistics which includes the Division of Minimum Wage, Supervisor of Private Employment Agencies and Wage Claim Adjuster, and the Division of Unemployment Compensation which covers the Employment Service and the Department of Unemployment Compensation. In this last unit the success or failure of one deparment is greatly dependent on the other. Placements through our Employment Service will be the basis of the success of the Unemployment Compensation. This is especially true in view of the new coordinating policies recently adopted by the Social Security Board and the United States Employment Service.

By seeing us more intimately in action, we can hope to merit the confidence of employers that the rulings of the department are fair, impartial and unbiased, and that no attempt is made to "torture" a rule into producing the last possible dollar of contribution.

Your contributed articles, suggestions and criticisms will be welcomed to further the success of this new publication.

I therefore call upon the members of the Service to cooperate with the new editors and hope that employers and others receiving this copy will derive the benefits to which they are entitled.



Commissioner of Labor

Editorial Comment

WHY THE BULLETIN ?

For some time we have considered the advisability of issuing a joint publication covering the two departments under the Division of Placement and Unemployment Compensation. Recent coordinating policies between the United States Employment Service and the Bureau of Unemployment Compensation have prompted us to take this step.

We do not claim to be original in all our ideas. Imitation is the sincerest form of flattery (California, here we come.) We have found California's **"EMPLOYMENT NEWS"** an interesting businesslike journal which should appeal to the employers and employees of that state.

We know that in this, our first issue, we have not done all that we hope to accomplish, but we feel that with comments and criticism from employers and others we will soon justify our faith in the soundness of this publication.

We submit the following outline of our aims and purposes: **First,** we wish to be able to present monthly a resume of the general labor situation throughout the state as reported to the headquarters by our employment managers, field supervisors and others. **Second,** we will endeavor to publish articles of general interest to employers and employees relating to employment problems and business in general. **Third,** we plan to present monthly and quarterly reports of the placement activities of the Employment Service. **Fourth,** under "Unemployment Compensation Digest" we plan to keep the employer informed of the latest rulings and regulations issued from time to time, either by Connecticut or the Federal Government on the Unemployment Compensation Act. A special column of questions and answers will be conducted in this section of the publication. **Fifth,** we intend to publish articles pertaining to departmental procedures and training which should be of interest to the Service and personnel managers. There will be a brief review of books and periodicals pertaining to the Services.

These are our present plans and we sincerely welcome your suggestions and criticisms.

Major Maloney, Director C.S.E.S.

Shortly after his return from Washington last month, Major Leonard J. Maloney, Director of the Employment Service, was admitted to Newington Hospital. We all knew he was critically ill, but the nature of his illness was unknown. His case was diagnosed as an ulcer condition. We are now pleased to report that Major Maloney is feeling very much better and is on the road to recovery.

We feel that the unceasing devotion of his energy to the Service as well as to the various veterans' organizations was largely responsible for his sudden illness.

COORDINATION POLICIES ANNOUNCED

(Extracts from Press Release)

Assuring the maximum development and coordination of unemployment compensation and public employment services, the Secretary of Labor and Chairman of the Social Security Board announced the adoption of joint action by their respective agencies.

A coordinating committee representing the two Federal agencies has been established. This committee will be responsible for directing the two agencies, United States Employment Service and the Bureau of Unemployment Compensation, in all matters in order to secure complete harmony.

In order for a State to receive Federal funds for administrative purposes, there are certain requirements in the Social Security Act. One of these is that benefits shall be paid solely through public employment offices in the State. Accordingly, all forty-eight jurisdictions with two exceptions have placed the administration of unemployment compensation and the operation of their State Employment Service in coordinate divisions under a single State administrative authority.

Because of proportion of funds allotted to the State Service under the terms of the Wagner-Peyser Act are not sufficient, the additional functions placed upon the employment offices must be met through grants by the Social Security Board.

Included in the additional responsibilities placed upon the Employment Service by unemployment compensation are the following:

1. General registration of all those claiming benefits and the determination of the continuous availability of the applicant for work, if he is to continue to receive benefits.
2. Intensive placement work, involving the mandatory determination of the worker's usual occupation and the availability of work.
3. Certification that no suitable work is available for the applicant; a condition of elegibility for benefits.

Still other duties may be assigned to public employment offices in a State through the particular requirements of a State unemployment compensation law.

In practice, as well as intent, the effect of these provisions is to place major emphasis in unemployment compensation not on paying benefits to workers once they become unemployed, but on avoiding this necessity by intensive efforts to keep men in suitable jobs at full pay. The role of employment service in relation to unemployment compensation is thus of utmost significance. The administration of unemployment compensation will provide increased responsibilities for the employment service and the unemployment compensation agency looks to the employment service as an essential part of the administration of its law.

The Situation in the State

(As reported by Managers)

Reports from employment office managers covering the three weeks period, July 17 - August 7, have been combined and edited and are presented in four groups. The next report will cover a four week period and will be published in the September issue of this Bulletin. The information given should be of interest to all our readers but particularly to the Employment Service and others interested in employment trends, shortages and overages of certain types of labor.

No attempt is made to speak authoritatively for any particular business or industry. The report merely represents opinions expressed by our managers on conditions within the areas they serve.

FAIRFIELD COUNTY

Bridgeport - Norwalk - Danbury - Stamford

One of these four offices in two separate reports states that employer orders continue at a high level, being more diversified than formerly. Immediate referrals are being made of skilled and unskilled workers. One plant having closed, the employment office was able to place some of these skilled workers in other establishments.

Two other offices in this locality report a decrease in employer orders from the previous month; annual vacations given employees resulting in some cases in shutdown of plants. New employees are being hired as replacements rather than as additions to personnel. Both these managers seem to feel that the industrial forces are becoming more or less stabilized and that any substantial increase in activity should not be looked for before September.

A third office reports a continued shortage in skilled labor, domestics and farm hands. This office even reports a shortage in common labor. A possible reason for this is seen in the report that the hat industry seems to be holding up reasonably well. Ordinarily, at this time of the year there is a seasonal slow-down. The recent decision by Dr. Abelson, the arbitrator in this industry, has not yet been digested and will be shown in a later report.

All four offices continue to report a shortage of qualified domestic workers.

NEW HAVEN AND MIDDLESEX COUNTIES

New Haven - Ansonia - Waterbury - Meriden - Middletown

One office manager reports a slight improvement in industrial placements and another, marked improvement over previous months. One of these offices is anticipating a new industry which will erect its own building. Three managers report a decided dropping off in employer requests, although they report business generally good in their territory with most employers feeling optimistic regarding industrial conditions in the Fall.

All offices report some increased activity in building and the construction field. There seems to be sufficient construction workers still available. One office reports that road contractors are hiring direct, which would indicate the availability of workers.

New Haven reports little activity in the commercial and professional field.

Only one office in this group reports shortage of skilled workers, such as skilled mechanics, toolmakers and all around machinists. Some demand in one office for conveyor and power press workers (female).

Meriden and New Haven still report a demand for domestic and farm workers. Ansonia reports a large number of applicants looking for part-time domestic work for which there are no orders.

HARTFORD AND LITCHFIELD COUNTIES

Hartford - New Britain - Torrington - Thompsonville

Three office managers report factory employment at a "low ebb", "standstill" and "slow" giving as principal reasons that this is usual at this time of the year. Some orders are being received for replacements only.

The Hartford office reports distribution and technical lines are dull and a demand for experienced tobacco hands. Their Service Department reports few orders but those received calling for a better type of worker at higher rates of pay. Calls for day workers, both men and women, have reached unexpected proportions. There is a shortage of qualified short-order cooks and countermen. In the Commercial Division there is a demand for experienced office workers probably due to vacations. Insurance Companies are increasing their demands on this office for this type of worker.

One office still reports a shortage of skilled mechanics, principally tool and die and automatic men. Other orders received by this office in the mercantile field could not be filled because of lack of suitable applicants. Extensive recruiting is thought necessary by the manager.

Torrington and Thompsonville report a shortage of skilled tradesmen because of increased building activity in their territories. The latter office, located in a textile area, reports a large number of cotton textile workers available due to closing down of one of the mills. Some of these workers have been absorbed in the tobacco fields, but it is expected that there will be an over-supply in the near future. With the beginning of the woolen activity this month, it is also predicted that there will be a shortage of weavers.

One office manager reports that a fairly large sized factory will be built in his area, where he claims to have sufficient labor of all classes.

NEW LONDON AND WINDHAM COUNTIES

New London - Norwich - Willimantic - Danielson

All managers in these two counties report little if any turnover in factory employment. Resettlement and and WPA lay-offs in the Norwich and Danielson areas present a surplus of road labor in the former and cotton textile workers in the latter. One cotton mill has laid off one of its shifts and a silk mill in the area has dropped about 50 workers. Woolens are keeping up their normal production and hiring back ex-employees when needed. One manager reports that textile accessories manufacturers are awaiting predictions on cotton futures, due this month, before making arrangements for long term commitments.

The building trade is reported as being fairly active in this territory with a good supply of carpenters, masons and bricklayers available. One office in the textile area reports, however, that many of these skilled workers are working in another state.

New London reports a new concern moving into its territory.

All managers report shortages of qualified workers in the service field. Orders that are received are difficult to fill because the pay and working conditions are not attractive.

One office reports orders for sewing machine operators but little interest is shown by the applicants because of the low pay.

FALL OF 1937 WILL BE BEST IN NINE YEARS

So states the Babson report of last month. It points out the following factors pointing toward prosperity:

Crop prospect the best in ten years.
Purchasing power highest since 1929.
Labor troubles on wane for 1937.
Congress nearer adjournment.
Building costs easing off.
Inventories of goods not burdensome.
New industries forging ahead.
Foreign trade making great progress.
Basic trend of business still upward.

Quoting in part:

Crop Prospects are exceptionally good. Big harvests of grain, fruits, vegetables, cotton, tobacco; high egg and milk yields; good feed conditions for livestock; these all point to the best year on the American farm since 1929. Activity is already picking up where the harvest is under way. More traffic for railroads; a step-up for farm and rail equipment; brisker retail trade; increased business for farm products handlers of all kinds will be the result.

Purchasing Power should be the highest since 1929. The income of twenty-four million farm families should be at the rate of $12,000,000. a week higher than last year. Wage workers are receiving a combined increase of $70,000,000. more weekly than last July. Investors' dividend checks are more than $10,000,000. higher every seven days than a year ago, while vacationists' spending is up another $20,000,000. per week. This tremendous gain in consumers income will, of course, pour into retail trade, and from there back to factories, jobs and wages.

Labor Troubles are apparently on the wane for 1937.

Congress is getting set to leave the Capitol which always makes business feel better.

Building Costs are easing off. Lower costs will start the building spiral winding upward again with a beneficial effect on its 26 allied industries.

Inventories in spite of the high production level since last September have been pruned back to normal by fairly good retail sales (10% above a year ago).

New Industries are slowly coming to the fore. Air-conditioning has reached the state of big business after its busiest season on record. Aviation employment is 56% above the 1929 level. New glass, rubber plastics and other chemical products are forging ahead. Established companies in older industries are constantly discovering and marketing new products, thus building up sales volume and job and payroll totals.

Foreign trade has made great progress in the last year. Exports have jumped 60% and imports 40%.

The Basic Trend of business is still upward. This is most important of all. For five years the nation produced less than it consumed and built less than it destroyed. One year of relative prosperity cannot make up for this deficiency. Depressions come only when securities are over-inflated, bank credit is over expanded, inventories are over-stocked, productive capacity is over-built and buildings and homes are over-constructed. This is not the case today. We have just now entered another period of prosperity.

Minimum Wage In Connecticut

Virginia Butterworth

The Connecticut Minimum Wage Law does not set a single uniform minimum wage for all workers. Instead, it is a flexible Act which makes it possible to set for each industry a minimum rate based on the conditions peculiar to that trade.

The Labor Commissioner may, for any sweated industry, appoint a wage board representing employers, employees and the public to recommend a minimum wage for the women and minors employed therein. If the Commissioner approves of this recommendation he issues it in the form of an order, which after a three month trial period has the force of law.

Laws similar to ours are in effect in virtually all the eastern and mid-west industrial states as well as a number of farm states. For some time, however, this type of legislation was considered unconstitutional. The decision handed down this spring by the United States Supreme Court on the Washington law has established its validity. This fact, together with the allotment of a small appropriation for this purpose, will enable the Connecticut Labor Department to set minimum rates for several industries in the near future. The first of these will be the mens' pants industry where experienced machine operators have been found earning as little as eight cents an hour.

The success of the Minimum Wage Act is to a large extent dependent on cooperation from agencies which come in contact with working women. These agencies are in a position to notify the Labor Department of trades in which extremely low wages exist and should be corrected. Suggestions as to suitable employer representatives for wage boards and reports of violations of wage orders would also be most helpful to the administrators of this measure.

APPRENTICE WELFARE

A bill sponsored by Congressman Fitzgerald (H. R. 7274) which has passed the House and been referred to the Senate Committee on Education and Labor would transfer the duties of safeguarding the welfare of apprentices from the N.Y.A. to the Department of Labor. The Secretary of Labor would be authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices; to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship; to bring together employers and labor for the formulation of programs of apprenticeship; to cooperate with the N. Y. A. and the Office of Education. The Secretary could publish information relating to existing and proposed labor standards of apprenticeship and might appoint unpaid national advisory committees consisting of representatives of employers, labor, educators, and officers of other executive departments, when permitted by the head of the department. The N. Y. A. formerly received an appropriation of about $56,000 for this work.

Congressman William J. Fitzgerald represents the Second Congressional District from Connecticut, and up to the time of his election last November, was Deputy Labor Commissioner.

VETERANS' PLACEMENT OFFICER SAYS:

Included in the general file of the seventeen offices of the Connecticut State Employment Service are the registration cards of several thousand unemployed veterans, filed according to their education, training and ability under practically every occupational classification.

These men are capable and well qualified in their respective occupations. They are loyal, dependable and efficient; good citizens and good workers.

Employers who have used the Service know, and to those who are not yet making use of the facilities of the Employment Service, it cannot be too strongly emphasized that veterans are referred to employers in accordance with the general policy of the Service; solely on the basis of their qualifications for the position open. We find that employers are naturally interested mainly in securing qualified workers whose services result in a profit to the concern. We have learned also that employers are doubly pleased if they are able to secure not only a first class worker but also a man whose services to his country in time of war and danger have merited the approval of all good Americans.

Since January 1st, 1937, Connecticut employers have employed 1291 veterans through the Employment Service and have found them good investments. We ask other employers to cooperate in placing other qualified veteran workers by merely, when they have an opening available in their organization, allowing the Employment Service to refer for interviews men selected because of their fitness for the job without stating arbitrary age limits.

Employment Service Lauded By State Personnel Director

The conducting of the State Police examinations held in six cities of the state on July 24th by the managers of the Hartford, New Haven, Bridgeport, Waterbury, Norwich and Stamford offices was praised by H.W.Marsh, State Personnel Director.

This is particularly significant because it is the first examination held for State positions under the new Merit Act.

Applications for 673 were aproved and 398 passed the examination with a rating.

The Personnel Director's letter to each of the six managers is as follows: "I want to thank you and your workers for your splendid cooperation in the conducting of the examination for State Policemen on Saturday, July the 24th. As far as I have been able to determine, the examination went off without a hitch in each one of the localities in which it was held. I believe this was due to the valuable assistance you rendered."

The act provides that notice shall be submitted to the Director of the State Employment Service, at least fifteen days before such examination shall be held. Such notice shall set forth the time, place and general scope of such examination and shall be given in the manner prescribed by this Act and by the rules of the director. It further provides that in carrying out the provisions of this Act, the Personnel Director shall make use of the facilities of the State Employment Service.

PRIVATE PLACEMENTS FOR MONTH OF JULY

Private placements for month of July totaled 2,348 a decrease of 458 or 16% from last month's figure. However, this total is 644 or 37.8% greater than the total placements for the month of July 1936. While this figure represents a decrease from the previous month yet the ratio of permanent to total private placements was 63.6% or a 6% increase over the ratio for the month of June 1937.

Domestic and Personal Service placements accounted for 749 or 31.9% while Manufacturing Industries accounted for 634 or 27% of all private placements. The total women placed in private industry was 1,164 or 49.4% of the total compared with 47.4% of the total last month.

Works Progress placements or new P.W.A. accounted for 774 prevailing wage placements.

New registrations totaled 4,927 a decrease of 1,679 or 25.4% less than last month, but indicating a slight increase over the total registration for July 1936. The total active file figure showed an increase from 45,245 at the end of June to 48,450 at the end of July.

A RECORD SIX MONTHS

Private placements for the first six months of 1937 total 15,207 which is quite remarkable compared with the 9,773 reported for the same period in 1936. This indicates an increase of 35.7% as compared with this period last year. New registrations were 26,766 as compared with 27,701 for the same period last year.

This is especially noteworthy indicating the position which the Employment Service has assumed in the service of the various communities. Now that the compulsory registration of relief people has been practically completed, the steady influx of new voluntary applicants, in some measure, indicates the faith that these people have in the Employment Service based on a knowledge of its past performance.

JUNIOR PLACEMENTS

Hartford-New Haven-Bridgeport

An increase of about 1,050 registrations from May to June in the three offices, Hartford, New Haven and Bridgeport is reported by the Junior Placement Service in these offices. Large school registrations are largely responsible for this increase.

The placements reported in private industry for these two months was 622. The month of June shows a 73% increase in placements over May for the three offices.

Not enough time has elasped between the school registration and the reports to show progress in the Hartford office. There was a gain of 28 placements in New Haven. Bridgeport shows the largest gain of 115 placements for June over the May figures.

One very large order in Bridgeport accounts for this increase. The distribution of placements for all three offices shows Factory 213, Service Establishments 160, Clerical 81, Labor 76, Mechanical 54, Skilled Trade 35 Public placements with PWA were 42.

CONNECTICUT PUBLIC EMPLOYMENT SERVICE
SUMMARY REGISTRATION ACTIVITIES

Period Month of July, 1937

DISTRICT	NEW REGISTRATIONS				RENEWALS				ACTIVE FILE BALANCE			
	Total	Men	Women	Vets.	Total	Men	Women	Vets.	Total	Men	Women	Vets.
Ansonia	103	53	50	4	88	70	18	7	1388	979	409	54
Bridgeport	937	539	398	21	345	253	92	22	6079	4467	1612	337
Danbury	126	75	51	5	115	90	25	10	1679	1236	443	126
Danielson	127	99	28	6	90	83	7	7	1241	1020	221	75
Hartford	767	417	350	19	609	430	179	49	8796	6381	2415	648
Meriden	112	64	48	4	196	159	37	3	1336	1023	313	74
Middletown	127	57	70	3	171	132	39	8	1457	1042	415	73
New Britain	187	89	98	2	183	135	48	7	2797	1925	872	157
New Haven	760	437	323	29	1369	1114	255	128	8168	5924	2244	475
New London	208	108	100	5	213	176	37	16	3007	2151	856	183
Norwalk	238	156	82	10	172	130	42	14	1613	1244	369	119
Norwich	162	105	57	6	203	161	42	18	1613	1242	371	87
Stamford	365	219	146	16	243	130	113	17	2868	2114	754	210
Thompsonville	89	52	37	6	49	41	8	2	1024	806	218	43
Torrington	89	70	19	1	117	107	10	1	1188	952	236	71
Waterbury	447	171	276	3	207	132	75	11	3371	2172	1199	138
Willimantic	83	53	30	0	97	90	7	6	825	677	148	40
Total	4927	2764	2163	140	4467	3433	1034	326	48450	35355	13095	2910

CONNECTICUT PUBLIC EMPLOYMENT SERVICE
SUMMARY PLACEMENT ACTIVITIES

Period Month of July, 1937

DISTRICT	SUMMARY ALL PLACEMENTS												Referrals		FIELD VISITS			
	GRAND TOTAL				PRIVATE				Pub. (inc. prev. WPA)						PRIVATE		Pub.	Total
	Tot.	M	W	V	Tot.	M	W	V	Tot.	M	W	V	Pri.	Pub.	New	Old		
Ansonia	65	46	19	7	36	17	19	2	29	29	0	5	46	31	11	19	6	36
Bridgeport	384	214	170	16	333	164	169	14	51	50	1	2	529	50	18	2	0	20
Danbury	104	69	35	4	59	24	35	0	45	45	0	4	91	63	14	21	6	41
Danielson	94	93	1	4	12	11	1	1	82	82	0	3	24	86	15	21	25	61
Hartford	565	423	142	65	403	270	133	48	162	153	9	17	487	208	28	20	5	53
Meriden	139	102	37	4	104	70	34	2	35	32	3	2	217	66	3	31	0	34
Middletown	128	70	58	3	102	45	57	3	26	25	1	0	199	17	21	119	18	158
New Britain	91	57	34	1	75	43	32	1	16	14	2	0	188	13	3	46	0	49
New Haven	476	246	230	22	393	165	228	14	83	81	2	8	544	105	27	12	0	39
New London	244	161	83	19	201	118	83	14	43	43	0	5	279	63	8	93	0	101
Norwalk	162	109	53	5	146	93	53	5	16	16	0	0	147	15	0	54	0	54
Norwich	194	136	58	12	104	46	58	2	90	90	0	10	172	74	6	145	8	159
Stamford	162	62	100	8	149	50	99	8	13	12	1	0	225	27	3	19	11	33
Thompsonville	39	37	2	1	2	2	0	0	37	35	2	1	4	45	0	2	3	5
Torrington	96	85	11	1	31	20	11	0	65	65	0	1	45	66	7	15	3	25
Waterbury	202	56	146	6	186	40	146	5	16	16	0	1	239	3	0	47	0	47
Willimantic	41	35	6	4	12	6	6	0	29	29	0	4	16	20	10	7	6	23
Totals	3186	2001	1185	182	2348	1184	1164	119	838	817	21	63	3452	952	174	673	91	938

CONNECTICUT PUBLIC EMPLOYMENT SERVICE
PRIVATE PLACEMENTS ACCORDING TO OCCUPATIONAL GROUPS

Period Month of July, 1937

DISTRICT	TOTAL	PROFESSIONAL & KINDRED				SALESPEOPLE			CLERICAL		SERVICE			SKLD.	SEMI-SKILLED		UN-SKILLED	
		Professional	Semi-Prof.	Technician	Admin. & Super.	Inside	Outside	Related Service	Machine	Non-Machine	Domestic	Institutional	Maintenance		Machine	Manual	Heavy	Light
Ansonia	36	0	0	0	0	1	0	0	0	0	8	3	0	8	7	7	2	0
Bridgeport	333	1	0	11	0	1	1	0	2	12	97	14	2	112	14	14	47	5
Danbury	59	0	0	0	0	0	0	1	0	1	27	1	5	11	1	4	4	4
Danielson	12	0	0	0	0	0	1	0	0	0	1	4	0	6	0	0	0	0
Hartford	403	0	0	4	0	7	1	0	2	30	96	42	14	65	11	61	65	5
Meriden	104	0	0	0	0	2	0	1	0	2	21	17	1	5	18	8	25	4
Middletown	102	0	0	0	0	1	0	0	0	8	23	9	10	6	1	3	14	27
New Britain	75	0	0	0	0	3	0	0	0	3	24	8	2	3	20	6	6	0
New Haven	393	0	0	1	0	8	2	4	11	15	164	65	7	25	17	35	20	19
New London	201	1	1	0	0	3	0	0	0	8	46	47	1	36	6	12	23	17
Norwalk	146	1	0	0	0	6	0	0	2	16	2	5	4	12	8	33	19	38
Norwich	104	0	0	0	0	2	1	0	0	5	17	42	0	6	10	4	17	0
Stamford	149	0	0	1	0	2	1	0	0	9	87	10	5	3	4	18	5	4
Thompsonville	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
Torrington	31	0	0	0	0	1	0	0	0	0	10	7	0	0	0	1	10	2
Waterbury	186	0	0	0	0	5	0	1	3	3	81	16	0	25	11	29	11	1
Willimantic	12	0	0	0	0	0	0	0	0	1	4	1	0	0	1	1	4	0
Totals	2348	3	1	17	0	42	7	7	20	113	708	291	51	324	129	237	272	126

CONNECTICUT PUBLIC EMPLOYMENT SERVICE
PLACEMENTS ACCORDING TO INDUSTRIAL CLASSIFICATION

Period Month of July, 1937

DISTRICT	Private Placements					PRIVATE													Public-Works Progress				GRAND TOTAL
	Men		Women																	Works Progress				
	Perm.	Temp.	Perm.	Temp.	Total	Agric. & Minerals	Bldg. & Contr.	Manufacturing	Mechanical Repair	Finance	Commer. Service	Wholesale Distr.	Retail Distr.	Dom. Per. Service	Hotel Rest. Amus.	Professional	Public Utility	Transportation	Governmental Public Building and Constr.	Prevail	Security	TOTAL	
Ansonia	12	5	16	3	36	0	1	23	0	0	0	0	1	7	3	1	0	0	6	0	23	0	29	65
Bridgeport	132	32	127	42	333	10	3	194	0	0	1	10	10	78	14	7	1	5	1	0	50	0	51	384
Danbury	12	12	25	10	59	4	0	13	1	0	0	0	3	35	1	0	0	2	0	0	45	0	45	104
Danielson	9	2	1	0	12	0	5	1	0	1	0	0	0	1	4	0	0	0	0	1	81	0	82	94
Hartford	146	124	65	68	403	32	78	32	2	13	5	26	45	104	27	19	1	19	14	5	143	0	162	565
Meriden	42	28	26	8	104	6	10	28	7	0	1	1	12	21	6	8	0	4	3	0	32	0	35	139
Middletown	26	19	44	13	102	27	6	6	0	0	0	1	8	30	5	11	8	0	1	0	25	0	26	128
New Britain	34	9	25	7	75	5	1	14	2	0	0	3	11	30	7	2	0	0	2	0	14	0	16	91
New Haven	104	61	96	132	393	7	14	75	7	6	2	7	27	166	59	13	0	10	6	0	77	0	83	476
New London	74	44	70	13	201	0	12	46	9	0	3	0	18	45	45	10	2	11	3	0	40	0	43	244
Norwalk	68	25	51	2	146	4	4	102	1	0	4	0	7	10	12	1	0	1	3	11	2	0	16	162
Norwich	30	16	33	25	104	3	4	10	1	0	0	2	3	23	51	1	5	1	0	0	90	0	90	194
Stamford	36	14	53	46	149	1	1	29	0	0	2	2	1	97	9	4	0	3	2	3	8	0	13	162
Thompsonville	2	0	0	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0	3	0	34	0	37	39
Torrington	11	9	9	2	31	1	8	3	0	0	0	0	1	9	9	0	0	0	0	0	65	0	65	96
Waterbury	23	17	83	63	186	12	0	57	0	0	0	1	10	89	10	5	0	2	0	0	16	0	16	202
Willimantic	6	0	6	0	12	4	1	1	0	0	0	0	1	4	1	0	0	0	0	0	29	0	29	41
Totals	767	417	730	434	2348	117	148	634	31	20	18	53	158	749	263	82	17	58	44	20	774	0	838	3186

UNEMPLOYMENT COMPENSATION DIGEST

Administrative Rulings on Special Cases

Bulletin 3

The Administrator of the Unemployment Compensation Division has ruled upon facts submitted in specific cases from April 15, 1937 to August 1, 1937 as follows:

1. A foreign corporation licensed to do business in Connecticut as a fraternal benefit society is exempt from the provisions of the Connecticut Unemployment Compensation Act as a non-profit institution, organized and operated exclusively for a charitable purpose, within the meaning of Section 2 of that Act.

2. Commission salesmen who sell for a concern of importers and distributors, merchandise by means of swatch samples and catalogs which they purchase from the concern at cost, are not employees of the distributing concern within the meaning of the Connecticut Unemployment Compensation Act when the distributing concern retains no right to control the manner of sale, the list of persons to whom goods are sold, nor the length of time of employment of the commission salesmen.

3. A corporation which has voluntarily accepted the provisions of the Connecticut Unemployment Compensation Act and has paid contributions required by the provisions of the Act cannot at the time of its lipuidation obtain a refund of the amount of contributions which it paid with respect to employment in 1936.

4. Newspaper carriers who are paid a salary or a salary and bonus by a newspaper company for delivering newspapers, are employees of the newspaper company within the meaning of the Connecticut Unemployment Compensation Act.

5. A funeral director is not liable for contributions with respect to compensation paid by him, but for which he is reimbursed by the family of the deceased, to professional pallbearers, because services performed by such persons are excepted from the provisions of the Connecticut Unemployment Compensation Act as casual labor not in the course of the trade or business of the family of the deceased within the meaning of Section 1, Sub-section A (8) of the Connecticut Unemployment Compensation Act.

6. Officers and stockholders of a corporation who in good faith contribute their services gratuitously to a corporation are not employees of that corporation within the meaning of the Connecticut Unemployment Compensation Act.

7. In the absence of sufficient evidence to show that an active officer of a corporation receives remuneration in cash or any other medium, he should not be considered to be an employee within the meaning of the Connecticut Unemployment Compensation Act.
An officer of the corporation is considered to render services during the entire period of his office, rather than only during the time when material services are performed.

8. An inactive corporate officer who receives a weekly stipend is an employee within the meaning of the Connecticut Unemployment Compensation Act.

9. Any change in the personnel of a partnership effectuates a dissolution of the existing firm and the creation of a new firm which is considered a new employer within the meaning of the Connecticut Unemployment Compensation Act.

10. Workman's compensation benefits and medical payments by an employer to an employee do not constitute wages within the meaning of Section 1, Sub-section B of the Connecticut Unemployment Compensation Act.

11. When two or more corporations consolidate in order to form a new corporation, the resulting corporation is considered to be a new employer which becomes subject to the Connecticut Unemployment Compensation Act at the end of the twentieth week in a calendar year during which it has had five or more employees at the same time.

Each ruling is on a particular case, and since it is not possible to publish a complete statement of the facts involved, there can be no assurance that a new case is identical with the one reported. The ruling should be used as aids in studying the law; no conclusions should be reached merely on the basis of apparent similarity to a published ruling. Under no circumstances are these rulings to be considered as a precedent binding upon the Connecticut Unemployment Compensation Division.

Previous Administrative Rulings On Special Cases

There have been 32 previous rulings which have been published by the Connecticut Unemployment Compensation Division.

Subjects covered by these rulings were:—

Exempted Employments May Not Elect Coverage.
Voluntary Contributions for 1936 Employment.
Dealers and Salesman Under Contract.
Salesman on Probation.
Employees of Trusts and Estates.
Real Estate Agents.
Cemetary Associations.
Taxi Drivers.
Contracts for Garment Jobbers and Manufacturers.
Nursery Labor.
Registered Nurses.
Tobacco Company Employees.
Business Bureaus.
Y.M.C.A.
Hospitals.
Testamentary Trusts (Two Rulings).
Watchmen.
Institutions for the Aged Indigent.
Dredgemen Operating Private Boats.
Carpenters and Painters Employed on Private Estates.
Owner of Building or Property Manager as Employees.
Private School Corporations (Two Rulings).
Minors as Officers of Corporations.
Contributions on 1936 Wages by Employers of 8 or more who became dissolved before Act.
Officers who are Inactive.
League of Women Voters.
Insane Asylums.
Officers of Corporations Receiving No Material Compensation.
Public Halls.
Community Chests.

We will be glad to furnish these rulings upon request.

Questions and Answers on the Connecticut Unemployment Compensation Act

With this issue of the monthly bulletin of the Placement and Unemployment Compensation Division, a question and answer service is initiated for the general information of employers and employees. Problems which frequently arise in the administration of the Connecticut Unemployment Compensation Act will be discussed.

The principles of law here discussed are based on rulings of particular cases. Any similarity between the facts of these cases and those existing within the business establishments of other employers is purely accidental. Each employer with a problem should secure a ruling from the Division, whether the same or similar facts are involved. All questions should be addressed to the Research and Information Department.

Q. "X" is a contractor who had five employees during twenty different weeks in 1936, but since December 1936 he has not employed more than four workers at a time, and during the month of April did not have any employees. Is "X" subject to the Connecticut Unemployment Compensation Act, and if so, what forms should he submit?

A. Since "X" had five employees during twenty weeks in 1936, he is subject to the Connecticut Unemployment Compensation Act, but because he had fewer than eight employees, he is not liable for contributions until 1937. However, he became subject to the Act in 1936, and must pay contributions under the Act with respect to his total payroll during 1937, even though he does not have five employees in 1937. These contributions must be paid each month, accompanied by a contribution return form. For the month of April, during which "X" had no employees, he should submit the usual form and indicate that he had "no employees and no payroll" during the month.

Q. How may "X", the employer mentioned above, cease to be subject to the Act?

A. To cease to be subject to the Act, and to stop submitting contribution return forms each month, "X" must prove to the Administrator that he has not had five or more workers at the same time during any twenty weeks of the fifteen months preceding his request, or he must submit proof that he has gone out of business.
If "X" is a corporation, such proof must consist of a notice that the certificate of final dissolution has been filed with the Secretary of State, or in the case of foreign corporations, that a certificate of withdrawal has been filed with the Secretary of State.
In the case of partnerships, proof must be submitted that the partnership has been legally dissolved.

Q. The Connecticut Unemployment Compensation Act permits employers not subject to the Act (although engaged in covered industries) to accept voluntarily the provisions of the Act. Why is this voluntary acceptance permitted, and when is it to an employer's advantage to accept voluntarily?

A. By voluntarily accepting the provisions of the Connecticut Unemployment Compensation Act, an employer provides his employees with the privilege of drawing benefit payments during part of the period of time they are unemployed and seeking work.
Voluntary acceptance is an advantage to employers in two situations:

1. Out of State employers with fewer than five employees in Connecticut, but more than eight employees in the United States are subject to the Federal Social Security Act, but are not subject to the Connecticut Act. By voluntarily accepting the provisions of the Connecticut Act, they may credit against their Federal Tax the amount they pay Connecticut and thus provide protection for their workers without any additional cost to themselves.
2. New employers are not subject to the Connecticut Act until the end of the twentieth week in a calendar year during which they have had five or more employees. They are however, subject to the Federal Tax on their payroll for the entire year during which they have had eight or more workers during twenty different weeks. Consequently, new employers, by voluntarily accepting the provisions of the Connecticut Act from the time they begin operations in the State until the time they compulsorily come under the State Act may credit the entire amount they pay the State against their Federal tax and build up additional protection for their workers without any additional cost to themselves.

VOLUNTARY CONTRIBUTIONS UNDER THE ACT

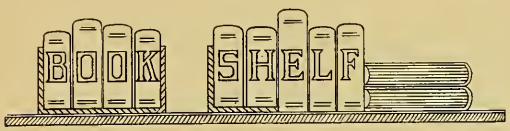
Approximately 2,000 Connecticut workers will be eligible after January 1 to receive unemployment benefits on account of voluntary payment of contributions by 232 employers.

The Act provides that an employer becomes subject and liable for contributions at the end of twenty weeks during which he has had five or more employees.

Employers with fewer than five workers or employers who have not been in business for twenty weeks may voluntarily become subject to the Act by paying contribution as required by subject employers. This action permits their employees to receive unemployment benefits upon the same basis as other covered workers. Since employers of eight or more are liable for the excise tax under Title IX of the Social Security Act and payments made to a State fund may be credited against this tax, voluntary payment of contributions to the State does not constitute an additional burden.

Of the 232 firms voluntarily accepting the provisions of the Act, 158 represent employers with principal offices outside the state, each of which have fewer than five employees in the state. Voluntary acceptance by these employers accounted for approximately 600 of the 2,000 covered workers. Most of these employers are corporations engaged in either wholesale or retail activities.

Employers with principal offices in Connecticut number 74 and account for nearly 1400 workers. The greatest number of employers in this group are corporations or individual proprietorships engaged in commercial, manufacturing or construction activities, who have not yet been in business the required number of weeks. While not required to contribute for a period of twenty weeks, they are voluntarily contributing in order to give their employees additional protection and increase their credit against the Federal Excise tax.



Jobs Preferred

by Stanley High

Saturday Evening Post, July 24, 1937

An article which should be intensively interesting both to persons in the Employment Service and others faced with the task of a community approach to the unemployment problem.

The City of Cincinnati realized early that unemployment both immediate and the long time problem, primarily affected four classes of its citizens. These classes were young people without training, older workers whose skill during the depression had gone rusty or been outmoded, the shifting part-time workers described in welfare terminology as "casual laborers" and groups of people lumped more or less carelessly together under the head of "unemployables".

Called the "Four Point Program", four committees were organized. One committee was concerned with the working out of a long time program for training Junior apprentices. A second committee charged with the responsibility of establishing short-time courses for workers whose skills have become obselete. The third launched an experiment to regularize the city's casual labor, while the fourth committee has begun the rehabilitation of the so called unemployables and made plans for the more adequate care of those who cannot be rehabilitated.

The important part taken in the program by the Cincinnati Employment Center is revealing. Mr. High points out that in order to get these committees beyond the luncheon stage it was necessary to get the facts and know everything possible about the unemployed. Most of it was available in the applicant files of the Employment Office. He further states that it is exceedingly doubtful whether, without the facts in those files, any progress would have been made.

APRIL CONTRIBUTIONS

Contributions covering 432,000 workers were paid by Connecticut employers under the Unemployment Compensation Act for the month of April. Collections for the month amounted to $903,000 and were based upon a total payroll in excess of $50,000,000.

The Hartford district reported the greatest number of covered workers with a total of 60,141, followed by Bridgeport with 54,839, Waterbury with 46,823, and New Haven with 41,410.

Industrially, manufacturing accounted for by far the greatest number of workers. Most important in this group were iron and steel products with 50,064, non-ferrous metals with 48,317, machinery with 44,633 and textiles (not including wearing apparel) with 40,553.

Occupations In Retail Stores

By Dorothy De Schweinitz

International Text Book Co. (1937)

Aside from the value of this study as a source of occupational information in its field, it has a specific value for use as a study by employment counselors or personnel workers.

The first chapters of the book deal with early development of retail merchants to the present day system of independents, chains and cooperatives. Methods of hiring, training and promoting employers are described and results of investigation of hours, vacations and earnings are included.

The seond part of the book describes 45 occupations in the retail business.

Dr. William H. Stead, Associate Director of the United States Employment Service in his foreword on the book stated that it should be of particular interest to the Service, since it represents a generalized presentation of significant occupational information in the retail field, supplementing the more detailed investigations of that same field being conducted by the Occupational Research Program of the United States Employment Service.

The Second Job Counts Most

By Loire Brophy

Saturday Evening Post, July 24, 1937

An article filled with excellent material for managers and interviewers in the Employment Service, written by a woman with wide experience as an employment counselor. She handles adroitly the daily questions and problems confronting the employment interviewers. Her advice to the applicant in search of a job is most valuable. A section of her article entitled "A questionnaire of, by and for Yourself" is interesting and the advice is sound. Last year Loire Brophy wrote a book entitled "If Women Must Work" published by D. Appleton—Century, New York. It is a book for the woman in business and the professions who would like to know how others like her have met and solved their various problems. This book was reviewed in the "Book-Shelf" of the Ohio State Employment Service issue of July, 1937.

Occupational News For Unemployed Youth And Adult

An eight page pamphlet published by Vocational Training Institute and Adult Guidance Bureau, Brown School, Hartford, is a well arranged and timely source of information particularly for the youth in the Hartford area.

In the July 20th issue the pamphlet gives a general picture of the industrial situation and points out certain occupational shortages in the State. Types of jobs available for young men and young women in the Hartford area are listed. Job specifications for some of these positions are given. An article of machine trade apprentices is informative, and lists six of the larger concerns in Hartford conducting apprentice schools, either in their plants, or through a part time extension arrangement with the trade school.

RECRUITING BY RADIO

Now an entirely new practice has been started in the eastern section of our state - including two offices in Rhode Island.

Each week day at 12:20 through the courtesy of Station WNLC at New London, announcement is made of the jobs available in the State Employment Offices in New London, Norwich, Danielson and Willimantic in Connecticut and Westerly and Wakefield in Rhode Island. Workers interested in these employment opportunities are instructed to visit the Employment Office nearest their homes. Those found qualified are referred to the employers.

The Waterbury office recently, through the courtesy of one of the leading merchants there, put on the air actual interviews which produced very satisfactory results.

In New Haven each Tuesday afternoon at 4:45, through the courtesy of station WELI, there is a broadcast giving information regarding the activities of the State Employment Service. It is planned during the Fall months to present a number of talks on employment and industrial subjects.

Early in 1934 one of our offices undertook the use of the radio to recruit skilled road machinery operators and construction workers. The broadcasts were discontinued because at that time jobs were not plentiful and the effects of the depression caused men to overestimate their capabilities and expend money for transportation which they could ill afford - resulting in a huge migration of labor.

Conditions have changed since then, however and with the general upswing in business these broadcasts serve a triple purpose. Employers needing competent employees are able to secure them quickly. Unemployed workers are again placed in productive industries. The general public is given information regarding the activities of the Service and the important part it is playing in matching men and jobs.

PUBLIC WORKS IN THE STATE

A recent graph on Employment trends under the Federal Public Works Program, by Murray Miller, PWA Placement Supervisor for Connecticut, shows the following:

Payroll for June 1937 amounted to $122,040, with 1,688 employed working 145,094 man hours. This was a small decrease from May which showed $132,407 payroll with 1,862 employed working 180,788 man hours. Weather conditions in June was largely responsible for this decrease, sates Mr. Miller

The various types of distribution of these projects are as follows:-

Merritt Highway with 21 separate projects located principally in the Stamford, New Canaan, Greenwich and Norwalk sections of the State. Eight contractors have projects on this highway.

There are 36 projects under the Bureau of Public Roads now in operation. The county having the greatest number is Windham with 10. New Haven, Fairfield and Litchfield counties have 7 each. Hartford and New London have 2 each.

In addition there are 24 PWA projects. Nine of these are on roads, five on schools, five on sewers, two on libraries and one each on bridges, water works and town halls.The largest number, six, are located in Fairfield County, five in Hartford County, four in New Haven, three in Litchfield, two each in New London and Windham Counties and one each in Middlesex and Tolland Counties

Probably the most outstanding of all projects is the Metropolitan District of Hartford's sewer project. It is now almost completed at a cost of about $3,000,000. It includes the erection of a disposal plant, filtration plant in addition to the sewage construction of the entire metropolitan area.

MACHINE OPERATOR'S TRAINING COURSE

From the July issue of "The Interviewer" a Rhode Island Employment Service publication we take the liberty of reprinting the report of Norman J. Meiklejohn, Manager of the Providence office. We do this because we have a similar shortage of machine operators in Connecticut. We feel that our readers would be interested in seeing the success made by such a joint enterprise.

Mr. Meiklejohn in his report states the following:-

"The initial development of this course, which was reported in the March issue of the "Interviewer", has been terminated.

As you will recall, it was organized as a joint enterprise of the Metal Trades Association, the School Department and the State Employment Service The metal working industry has been harassed for some time by a shortage of machine operators. To ease this situaion a brief training program in elementary shop work was offered to twenty-five young men selected by the State Employment Service. By agreement, students showing sufficient talent on completion of the class work would be absorbed into private indusry and observed over a period of time. Of the original twenty-five, four dropped from the course, and of the remaining twenty-one, nineeen were placed.

A meeting of the sponsoring group was held at the of June. Without exception, employers found the men satisfactory after a ten-week period. Several of the students had earned raises in pay during that time, and one had been advanced to a sub-foreman's position. It was agreed without exception that this experiment was successful and that with a few minor changes it should be developed on a larger and more permanent basis, plans for which will be consumated during the summer months.

We in the Service are particularly gratified by these results. They indicate to us the value of close cooperation with other civic groups. Also they demonstrate the effectiveness of testing and vindicate our first organized effort at occupational guidance and rehabilitaion. Whereas this experiment was limited to one specialized group, we feel that the results can be generalized, and we plan to make this the basis for a more comprehensive program."

TRAINING SCHEDULES

DOMESTIC AND SERVICE INSTITUTE — SEPT. 9, 1937

COMMITTEE IN CHARGE

Mary Dewey, Chairman
Rhoda Thatcher
Emley L. Eldridge
Elizabeth O'Brien

CONSTRUCTION INSTITUTE — SEPT. 10, 1937

COMMITTEE IN CHARGE

Robert O'Neil, Chairman
C. N. Thorpe
Vere Broderick
Harold Slattery
Thomas Forgie

COMMERCIAL AND PROFESSIONAL INSTITUTE — SEPT. 15, 1937

COMMITTEE IN CHARGE

William T. Youngberg, Chairman
William A. Holt
James E. Heffernan
Mrs. Alice Marshall
Joseph Watterson

INDUSTRIAL INSTITUTE — SEPT. 17, 1937

COMMITTEE IN CHARGE

William Ennis, Chairman
George Hubbard
Charles Bahner
Cyrus Flanders
Joseph Dunn

STATISTICAL INSTITUTE — SEPT. 28, 1937

COMMITTEE IN CHARGE

Harold Beach, Chairman
Evelyn Lamothe
Betty Day
Olcott Barbour

It is hoped that the new conference room at Headquarters will be ready for the August and September institutes.

LEONARD J. MALONEY
Director

OFFICES OF THE CONNECTICUT STATE EMPLOYMENT SERVICE AND UNEMPLOYMENT COMPENSATION DEPARTMENT

ADMINISTRATIVE OFFICE

555 ASYLUM ST. Telephone 7-6341 HARTFORD, CONN.

City	Address	Telephone
ANSONIA	290 MAIN ST.	*Derby* 920
BRIDGEPORT	820 MAIN ST.	4-0178
DANBURY	50 ELM ST.	531
DANIELSON	110 MAIN ST.	760
HARTFORD	525 MAIN ST.	2-9174
MERIDEN	99 COLONY ST.	1216
MIDDLETOWN	178 COURT ST.	3410
NEW BRITAIN	37 COURT ST.	2314
NEW HAVEN	185 ORANGE ST.	7-2158
NEW LONDON	OLD FEDERAL BLDG.	2-4348
NORWALK	24 WALL ST	6516
NORWICH	10 SHETUCKET ST.	820
STAMFORD	308 ATLANTIC ST.	4-6181
THOMPSONVILLE	41 PEARL ST.	995
TORRINGTON	21 WATER ST.	8790
WATERBURY	123 BANK ST.	4-5156
WILLIMANTIC	670 MAIN ST.	1437

Field Advisers of Unemployment Compensation may be contacted through your nearest office

University of
Connecticut
Libraries

39153028907477